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Board of Industrial Relations

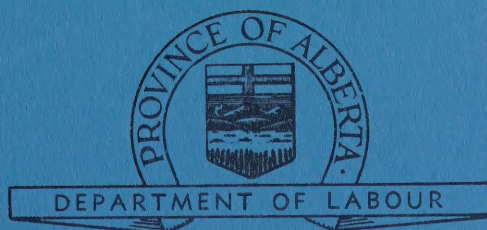
BULLETIN

ON THE BOARD'S ACTIVITIES

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969



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BOARD OF INDUSTRIAL RELATIONS

BULLETIN

ON THE BOARD'S ACTIVITIES

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

ISSUED BY

THE PROVINCE OF ALBERTA

DEPARTMENT OF LABOUR

EDMONTON

Second-class mail
Registration No. 1790

DEPARTMENT OF LABOUR

HONOURABLE R. REIERSON

Minister

K. A. PUGH, LL.D.

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

MEMBERS

R. B. d'ESTERRE - Chairman

D. I. GARDNER - Vice-Chairman

WINIFRED ROSS HARRY BOYSE

WM. G. WRIGHT W. N. GRAY

H. C. FRENCH

Secretary

W. MADAY

Chief Inspector

J. B. ADAMS

Chief Labour Relations Officer

Published every three months by
The Board of Industrial Relations
Edmonton, Alberta.

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STATISTICAL INFORMATION

This information is a summary of the activities of the Board of Industrial Relations in the Administration of The Alberta Labour Act during the period of October 1st, 1969 to December 31st, 1969.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay, General Holiday Pay, and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's work in giving assistance to workers and employers effecting just and friendly settlements of all disputes.

PARTS I TO V INCLUSIVE - 1969

	Oct. 1/69 to Dec. 31/69	Jan. 1/69 to Dec. 31/69
Number of Board Meetings (including Public Hearings)	17	66
Number of Inspections	14,974	61,170
Number of Business Places Inspected	3,556	14,951
Number of Employees Affected	35,732	147,293

SETTLEMENTS MADE

Overtime Arrears	\$ 39,412.11	\$ 103,114.45
Vacation Pay Orders	31,235.31	105,358.07
Non-Payment of Wages Due	53,598.54	208,359.75
Under-Payment of Wages Due	910.66	11,096.24
General Holidays	4,393.23	31,760.04
TOTAL	\$ 129,549.85	\$ 459,688.55
Number of Employees Affected by above Settlement	1,909	7,764
Number of Complaints Received	3,094	10,924
Amount of Weekly Increase Obtained for Employees	\$ 227.48	\$ 1,300.26

STATISTICAL INFORMATION

	Oct. 1/69 to Dec. 31/69	Total for year 1969	Total for year 1968
<u>CERTIFICATIONS</u>	<u>Number</u>	<u>Number</u>	<u>Number</u>
Applications for Certification Granted	46	197	150
Applications for Certification Refused	9	55	43
Applications for Certification Returned	0	5	13
Applications for Certification Withdrawn	0	1	8
<u>REVOCAION OF CERTIFICATIONS</u>			
Certifications Revoked	4	9	10
Applications Refused	2	13*	2
Applications Returned	0	0	1
<u>CONCILIATIONS</u>			
Settled at Conciliation Officer Stage	24	118	98
Referred to a Conciliation Board	3	36	94
Unsuccessful Recommendations Under Section 86(1)(b)	13	53	4
Pending	32	32	56
Cancelled	1	12	14
<u>CONCILIATION BOARDS</u>			
Unanimous Board Awards	4	21**	35
Majority Board Awards	1	13**	26
Dissent by Employer's Member	0	3	7
Dissent by Employee's Member	1	10	19
Acceptance of Board Awards by Both Parties	4	19**	6
Acceptance of Board Awards by Employers Only	1	31**	108
Acceptance of Board Awards by Employees Only	0	6**	7
Rejection of Board Awards by Both Parties	0	5**	10
Rejection of Unanimous Awards by Both Parties	3	6	3

* One Application for Revocation - Refused, was inadvertently omitted from the second quarter Bulletin but has been included in the total statistics for 1969.

** During the third quarter of 1969 one of the Board Awards covered several employers and groups of employees. Therefore, the number of Acceptances and Rejections of Conciliation Board Awards varies from the number of Conciliation Board Awards.

STATISTICAL INFORMATION

<u>VOTES</u>	Oct. 1/69 to Dec. 31/69	Total for year 1969	Total for year 1968
RE: Conciliation board Awards	6	44	137
RE: Appointment of a Bargaining Agent	6	20	18
RE: Revocation of Certification	4	12	5
RE: Strike Action	12	75	167
In Favour	12	69	158
Against	0	6	9
RE: Section 104 of The Alberta Labour Act	0	0	8

STRIKES

After Provisions of The Alberta Labour Act	3	13*	58
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* * * * *

PROSECUTIONS

	Oct. 1/69 to Dec. 31/69
Charges carried over from Previous Period	78
Number of Charges Entered	107
Convictions	39
Withdrawals	18
Dismissals	7
Warrants Executed	0
Committals	0
Amount of Fines Assessed	\$ 1,478.00
Amount of Costs Assessed	\$ 201.05
Failure to Comply with Magistrates Orders	13

AMOUNTS IMPLICATED

Minimum Wage	\$ 483.12
Wage Arrears	\$ 31,087.21
Vacation Pay	\$ 4,835.77
General Holiday Pay	\$ 1,027.29

* This total includes amended figures for the second and third quarters. The second quarter should have shown 3 strikes after Provisions of The Alberta Labour Act and the third quarter should have shown 6 strikes after Provisions of The Alberta Labour Act.

BOARD OF INDUSTRIAL RELATIONS

LABOUR WELFARE REPORT

QUARTERLY REPORT ENDING DECEMBER 31st, 1969

	House- keeping	Toilets & Washrooms	Dining Facilities	Heat	Children
Instructions Outstanding as of September 30, 1969	19	38	2	2	1
Instructions Issued as of October 1st, 1969	5	1	4	1	-
TOTAL	24	39	6	3	1
Completed Instructions as of December 31st, 1969	10	6	-	1	-
Instructions Outstanding as of December 31st, 1969	14	33	6	2	1
Number of Females Involved in New Instructions Issued	352				
Number of Males Involved in New Instructions Issued	943				
TOTAL	1,295				

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

OCTOBER 1st, 1969 TO DECEMBER 1st, 1969

Sections of The Alberta Labour Act under which Charges Laid for Infractions	FINES	COSTS	I/D DAYS	ARREARS	Information brought forward and Disposition		New Cases this Period and Disposition			CONVICTIONS	DISMISSALS	WITHDRAWALS	COMMITTALS	WARRANTS EXECUTED	BALANCE
					No.	Completed	Balance	No.	Completed	Balance					
Sec. 10 Failure to Produce Records	\$ 25.00	\$ 3.80	30	\$	0	0	0	1	1	0	1	0	0	0	0
Sec. 11 Failure to Maintain or Produce Recbrds	50.00	16.30	10		1	0	1	4	2	2	2	0	0	0	3
Sec. 29 Minimum Wages	55.00	13.85	7	483.12	9	1	8	7	2	5	3	0	0	0	13
Sec. 41 Failure to Pay Wages	1,018.00	100.00	463	31,087.21	15	5	10	30	11	19	13	1	2	0	29
Sec. 43 Vacations with Pay	290.00	63.80	102	4,835.77	34	9	25	34	14	20	16	3	4	0	45
Sec. 41(6) Failure to Pay Order					6	6	0	11	3	8	0	1	8	0	8
Sec. 43(8) Failure to Pay Order or Fine and Costs					3	2	1	6	3	3	0	1	4	0	5
Sec. 126 General Holiday Pay	40.00	3.30	20	1,027.29	10	2	8	14	3	11	4	1	0	0	19
TOTALS	\$ 1,478.00	\$201.05	632	\$37,433.39	78	25	53	107	39	68	39	7	18	0	122

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

FOR THE YEAR 1969																	
Sections of The Alberta Labour Act under which Charges Laid for Infractions	FINES		COSTS		I/D DAYS		ARREARS		INFORMATION BROUGHT FORWARD FROM 1968	NO. NEW CASES IN 1969	TOTAL COMPLETED	CONVICTIONS	DISMISSALS	WITHDRAWALS	COMMITTALS	WARRANTS EXECUTED	BALANCE
	\$	25.00	\$	3.80	30				0	1	1	1	0	0	0	0	0
Sec. 10 Obstructing an Inspector																	3
Sec. 11 Failure to Maintain or Produce Records		245.00		47.30	114				2	12	11	9	1	1	0	0	0
Sec. 29 Minimum Wages		385.00		39.35	67	\$	2,770.71		7	37	31	17	2	12	0	0	13
Sec. 41 Failure to Pay Wages		3,334.10		418.35	843		63,942.25		24	132	127	80	3	44	0	0	29
Sec. 43 Vacation With Pay		3,213.00		225.60	328		8,483.75		45	112	112	69	6	37	0	0	45
Sec. 41(6) Failure to Pay Order							1,699.93		4	18	14	0	1	13	0	0	8
Sec. 43(8) Failure to Pay Order, Fines and Costs									2	9	6	0	1	5	0	0	5
Sec. 126 General Holiday Pay		211.00		24.90	45		1,913.57		12	37	30	17	2	11	0	0	19
Sec. 52 Failure to Comply with Schedule		25.00					288.00		0	1	1	1	0	0	0	0	0
TOTALS		\$ 7,438.10		\$ 759.30	1,427		\$ 79,098.21		96	359	333	194	16	123	0	0	122

THE ALBERTA LABOUR ACT

APPLICATION FOR CERTIFICATION

I S S U E D

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

1. The Faculty Association of Medicine Hat, Medicine Hat and the Medicine Hat Junior College, Medicine Hat, Alberta.

UNIT: "Members of Instruction Staff, whose prime responsibility is in the teaching of students."

Number of Employees in Unit: 23
Certificate Number: 152 - 69
Issued October 1, 1969.

* * * * *

2. The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Purity Dairy Limited, Lethbridge, Alberta.

UNIT: "Office staff only excluding office manager and his secretary employed at the company's office in Lethbridge."

Number of Employees in Unit: 7
Certificate Number: 153 - 69
Issued October 10, 1969.

* * * * *

3. The Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362, Edmonton and Brown & Root Ltd., Edmonton, Alberta.

UNIT: "All Truck drivers, bus drivers and warehousemen working in or out of the Edmonton Yard and Fabrication Shop - excluding employees engaged on Industrial Projects. Supervisory staff and employees engaged in the handling or testing of materials and equipment normally handled or tested by members of other trades."

Number of Employees in Unit: 7
Certificate Number: 154 - 69
Issued October 10, 1969.

* * * * *

4. The United Brotherhood of Carpenters and Joiners of America, Local No. 1325, Edmonton and Bordignon Masonry Ltd., Vancouver, British Columbia.

AMENDED UNIT: "First year improver (first 30 days) First year improver (after 30 days), Second year improver, erector, journeymen carpenters, erector foremen and carpenter foremen."

Number of Employees in Unit: .. 6
Certificate Number: 155 - 69
Issued October 21, 1969.

* * * * *

5. The International Chemical Workers Union, Local 594, Calgary and IKO Industries Ltd., Calgary, Alberta.

AMENDED UNIT: "All full time and seasonal employees directly engaged in the manufacture of the Company's product at its Roofing Mill Plant, Board Mill Plant and Felt Mill Plant, all at 1603 - 41st Avenue S.E., Calgary, Alberta, excluding sales office staff, technical and research, quality control, supervisory with the authority to hire and/or discharge and employees engaged in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 57
Certificate Number: 156 - 69
Issued October 22, 1969.

* * * * *

6. The Canadian Union of Public Employees, Local No. 408 (Lethbridge Hospital Employees), Lethbridge and the Devon Nursing Home, Lethbridge, Alberta.

UNIT: "All employees employed by the Devon Nursing Home in Lethbridge, Alberta, except the Nursing Home Director."

Number of Employees in Unit: 34
Certificate Number: 157 - 69
Issued October 23, 1969.

* * * * *

7. The Truckers, Cartagemen, Construction & Building Material Employees, Local Union No. 362, Calgary and Sprecher Construction Ltd., Peace River, Alberta.

UNIT: "All truck drivers excluding office staff and supervisory employees and operators of equipment normally handled by members of other trades."

Number of Employees in Unit: 11
Certificate Number: 158 - 69
Issued October 29, 1969.

* * * * *

8. The International Union of Operating Engineers, Local No. 955, Edmonton and Sprecher Construction Ltd., Peace River, Alberta.

UNIT: "Operating engineers when employed as operators of loaders, cats., crushers, concrete batching and mix

plants, mechanics and welders."

Number of Employees in Unit: 14
Certificate Number: 159 - 69
Issued October 30, 1969.

* * * * *

9. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Lodge No. 392, Calgary and National Tank Limited, Calgary, Alberta.

AMENDED UNIT: "All shop employees of National Tank Limited at 616 - 58 Avenue S.E., Calgary, Alberta, excluding field employees, office staff, engineering staff, draftsmen, foremen and those above the rank of foremen and those with the right to hire and fire."

Number of Employees in Unit: 123
Certificate Number: 160 - 69
Issued October 30, 1969.

* * * * *

10. The Construction & General Workers Union Local No. 1111, Calgary and Norquay Industrial Contractors Ltd., Calgary, Alberta.

UNIT: "All labourers when employed as labourers, plasterers' helpers, labour foremen, jackhammer men, concrete labourers, mortar-mixers, pipelayers doing sewer and water work, truck drivers, buggy operators, tampermen, tool-crib men, pump tenders, fork-lift operators, farm tractor operators, vibratormen, bricklayers' helpers, sand blasters, air-track drillers, powder men."

Number of Employees in Unit: 5
Certificate Number: 161 - 69
Issued October 31, 1969.

* * * * *

11. The Alberta Association of Registered Nurses, Edmonton and the Manning Municipal Hospital, Manning, Alberta.

UNIT: "All full time and permanent part-time nurses holding positions up to and including head nurse subject to Section 3 (2) (c) of the Registered Nurses' Act."

Number of Employees in Unit: 9
Certificate Number: 162 - 69
Issued November 12, 1969.

* * * * *

12. The International Association of Bridge, Structural and Ornamental Iron Workers, Local Union No. 720, Edmonton and Overhead Door Sales (Edmonton) Ltd., Edmonton, Alberta.

UNIT: "All employees engaged in the assembly, installation and repairs of doors and all other steel, iron or metal work including welders, but excluding office and clerical staff, watchman and all those above the rank of foreman."

Number of Employees in Unit: 10
Certificate Number: 163 - 69
Issued November 12, 1969.

* * * * *

13. The Building, Construction and General Laborers' Local Union No. 92, Edmonton and T. P. L. Industries Ltd., Edmonton, Alberta.

AMENDED UNIT: "All employees of the Laminating Plant including the working foremen but excluding foremen and those above the rank of foremen, office staff, quality control personnel and watchmen."

Number of Employees in Unit: 24
Certificate Number: 164 - 69
Issued November 12, 1969.

* * * * *

14. Union Tractor Ltd., Employees Union, Edmonton and Union Tractor Ltd., Edmonton, Alberta.

UNIT: "All full-time employees of Union Tractor Ltd., in the City of Edmonton, Province of Alberta, including all mechanical service department personnel, welding department personnel, warehouse personnel and other production personnel, but excluding therefrom credit clerks, sales representatives, counter staff and office staff and all personnel having the right to hire and fire."

Number of Employees in Unit: 91
Certificate Number: 165 - 69
Issued November 12, 1969.

* * * * *

15. Union Tractor Ltd., Employees Union, Edmonton and Union Tractor Ltd., Edmonton, Alberta.

UNIT: "All full-time employees of Union Tractor Ltd., in the City of Edmonton, in the Province of Alberta, including all parts personnel, counter staff and office staff, but excluding therefrom all mechanical service personnel, welding department personnel, warehouse personnel, credit clerks, sales representatives and all personnel having the right to hire and fire."

Number of Employees in Unit: 32
Certificate Number: 166 - 69
Issued November 12, 1969.

* * * * *

16. The Westank Industries Employees' Association, Edmonton and Westank Industries Ltd., Edmonton, Alberta.

AMENDED UNIT: "All employees of Westank Industrial Limited at 105th Avenue and 17th Street, Edmonton, Alberta, excepting managers, sales staff and office staff, persons in confidential capacity in matters relating to labour relations and foremen with the right to hire and fire and those above the rank of such foremen."

Number of Employees in Unit: 10
Certificate Number: 167 - 69
Issued November 13, 1969.

* * * * *

17. The International Association of Bridge, Structural and Ornamental Iron Workers, Local Union No. 720, Edmonton and Barcol Overdoor Ltd., Edmonton, Alberta.

AMENDED UNIT: "All employees engaged in the assembly, installation and repairs of doors and all other steel, iron or metal work including welders, but excluding office and clerical staff, watchman and all those above the rank of foreman."

Number of Employees in Unit: 12
Certificate Number: 168 - 69
Issued November 13, 1969.

* * * * *

18. The International Association of Bridge, Structural and Ornamental Iron Workers, Local Union No. 720, Edmonton and Smoky River Investments Limited, Grande Cache, Alberta.

AMENDED UNIT: "All employees engaged in reinforcing ironwork, welding, structural and miscellaneous iron erection, machinery moving and rigging."

Number of Employees in Unit: 10
Certificate Number: 169 - 69
Issued November 14, 1969.

* * * * *

19. The Canadian Union of Public Employees, Local 829, Medicine Hat and the Medicine Hat School District No. 76, Medicine Hat, Alberta.

AMENDED UNIT: "All office employees classifications of typist clerk and library clerk, stenographer, secretary, accounts clerk, excluding the office staff in the school administration office."

Number of Employees in Unit: 24
Certificate Number: 170 - 69
Issued November 14, 1969.

* * * * *

20. The United Steelworkers of America, Local No. 5220, Edmonton and the Alberta Culvert Co. Ltd., Edmonton, Alberta.

UNIT: "All employees of the company at its Edmonton plant except salesmen, office and technical staff, supervisors and those with authority to hire and fire."

Number of Employees in Unit: 10
Certificate Number: 171 - 69
Issued November 18, 1969.

* * * * *

21. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 146, Edmonton and Delta Projects Limited, Calgary, Alberta.

UNIT: "All boilermakers, boilermaker welders, blacksmiths, boilermaker fitters, boilermaker riggers and boilermaker helpers engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foreman and employees engaged in fabrication work in the employer's shop or plant."

Number of Employees in Unit: 5
Certificate Number: 172 - 69
Issued November 19, 1969.

* * * * *

22. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 146, Edmonton and Combustion Engineering-Superheater Ltd., Montreal, Quebec.

UNIT: "All boilermakers, boilermaker welders, blacksmiths, boilermaker fitters, boilermaker riggers and boilermaker helpers engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foreman and employees engaged in fabrication work in the employer's shop or plant."

Number of Employees in Unit: 43
Certificate Number: 173 - 69
Issued November 19, 1969.

* * * * *

23. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 146, Edmonton and Stearns-Roger Canada Ltd., Calgary, Alberta.

UNIT: "All boilermakers , boilermaker welders , blacksmiths ,
boilermaker fitters , boilermaker riggers and boilermaker
helpers engaged in field construction , erection , rigging ,
field fabrication , steel plate construction and tank work ,
unloading and work involving assembling and dismantling
performed by the employer within the jurisdiction of the
Union in the Province of Alberta , but excluding time
keepers , engineers , field office employees , clerical
workers , those above the rank of foreman and employees
engaged in fabrication work in the employer's shop or
plant."

Number of Employees in Unit: 20
Certificate Number: 174 - 69
Issued November 19 , 1969 .

* * * * *

24. The International Brotherhood of Boilermakers , Iron Ship Builders , Blacksmiths , Forgers and Helpers ,
Local No. 146 , Edmonton and The Fluor Corporation of Canada Limited , Los Angeles , California .

UNIT: "All boilermakers , boilermaker welders , blacksmiths ,
boilermaker fitters , boilermaker riggers and boilermaker
helpers engaged in field construction , erection , rigging ,
field fabrication , steel plate construction and tank work ,
unloading and work involving assembling and dismantling
performed by the employer within the jurisdiction of the
Union in the Province of Alberta , but excluding time
keepers , engineers , field office employees , clerical
workers , those above the rank of foreman and employees
engaged in fabrication work in the employer's shop or
plant."

Number of Employees in Unit: 2
Certificate Number: 175 - 69
Issued November 20 , 1969 .

* * * * *

25. The International Brotherhood of Boilermakers , Iron Ship Builders , Blacksmiths , Forgers and Helpers ,
Local No. 146 , Edmonton and Horton Steel Works Limited , Fort Erie , Ontario .

UNIT: "All boilermakers , boilermaker welders , blacksmiths ,
boilermaker fitters , boilermaker riggers and boilermaker
helpers engaged in field construction , erection , rigging ,
field fabrication , steel plate construction and tank work ,
unloading and work involving assembling and dismantling
performed by the employer , within the jurisdiction of the
Union in the Province of Alberta , but excluding time keepers ,
engineers , field office employees , clerical workers , those
above the rank of foreman and employees engaged in fab-
rication work in the employer's shop or plant."

Number of Employees in Unit: 57
Certificate Number: 176 - 69
Issued November 20 , 1969 .

* * * * *

26. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 146, Edmonton and Catalytic Construction of Canada, Limited, Sarnia, Ontario.

AMENDED UNIT:

"All boilermakers, boilermaker welders, blacksmiths, boilermaker fitters, boilermaker riggers and boilermaker helpers engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foreman and employees engaged in fabrication work in the employer's shop or plant."

Number of Employees in Unit: 25
Certificate Number: 177 - 69
Issued November 20, 1969.

* * * * *

27. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 146, Edmonton and Foster Wheeler Limited, St. Catherines, Ontario.

UNIT:

"All boilermakers, boilermaker welders, blacksmiths, boilermaker fitters, boilermaker riggers and boilermaker helpers engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foreman and employees engaged in fabrication work in the employer's shop or plant."

Number of Employees in Unit: 9
Certificate Number: 178 - 69
Issued November 21, 1969.

* * * * *

28. The Retail Clerks International Association, Local No. 401, Edmonton and Scott National Company Limited, Red Deer.

AMENDED UNIT:

"All employees of the employer employed at or from its warehouse at 5010 - 47th Street, Red Deer, including drivers, swamper, warehouse men and packers, but excluding office staff, salesmen and those in a supervisory capacity with the right to hire and fire."

Number of Employees in Unit: 5
Certificate Number: 179 - 69
Issued November 25, 1969.

* * * * *

29. The United Brotherhood of Carpenters and Joiners of America, Local Union No. 846, Lethbridge and Kojola Construction Ltd., Calgary.

UNIT: "Carpenters foreman, carpenters, and carpenters apprentices."

Number of Employees in Unit: 8
Certificate Number 180 - 69
Issued November 27, 1969.

* * * * *

30. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 146, Edmonton and James United Industries Limited, Steel Division, Calgary.

AMENDED UNIT: "All boilermakers, boilermaker welders, blacksmiths, boilermaker fitters, boilermaker riggers and boilermaker helpers employed from the Calgary plant engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foreman and employees engaged in fabrication work in the employer's shop or plant.

Number of Employees in Unit: 4
Certificate Number 181 - 69
Issued December 1, 1969.

* * * * *

31. The Office & Professional Employees International Union, Local No. 379, Calgary and Construction & General Workers Union, Local 1111, Calgary.

UNIT: "All office and clerical staff excluding Business Manager and Business Representatives."

Number of Employees in Unit: 3
Certificate Number 182 - 69
Issued December 2, 1969.

* * * * *

32. The United Steelworkers of America, Local No. 6034, Calgary and Shaw Pipe Protection (Alberta) Limited, Edmonton.

UNIT: "All employees of the Company employed in Calgary except office staff and supervisors with authority to hire and/or fire."

Number of Employees in Unit: 35
Certificate Number 183 - 69
Issued December 2, 1969.

* * * * *

33. The International Association of Bridge, Structural & Ornamental Iron Workers, Shopmen's Local No. 776, Edmonton and Central Fabricators Ltd., Edmonton.

UNIT: "All employees of the Company's Shop including apprentices, except those with authority to hire and fire, Office staff, off the premises and erection employees."

Number of Employees in Unit: 5
Certificate Number 184 - 69
Issued December 3, 1969.

* * * * *

34. The United Brotherhood of Carpenters and Joiners of America, Local No. 2091, Calgary and Commodore Mobile Homes Ltd., Calgary.

UNIT: "All employees excluding office staff and those with the authority to hire and discharge."

Number of Employees in Unit: 53
Certificate Number 185 - 69
Issued December 12, 1969.

* * * * *

35. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Scott National Company Limited, Calgary.

AMENDED UNIT: "All warehouse employees employed at 509 - 10th Avenue S.W., Calgary, Alberta, including truck drivers, excluding office staff, salesmen, supervisory employees employed as such."

Number of Employees in Unit: 24
Certificate Number 186 - 69
Issued December 17, 1969.

* * * * *

36. The Sheet Metal Workers' International Association Local Union No. 271, Edmonton and Western Mechanical Services Ltd., Edmonton.

UNIT: "All employees of the employer save and except office staff and supervisory personnel and others excluded by The Alberta Labour Act."

Number of Employees in Unit: 4
Certificate Number 187 - 69
Issued December 16, 1969.

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37. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Scott National Co. Ltd., Medicine Hat, Alberta.

AMENDED UNIT: "All warehouse employees employed at 623c - N Railway St. S.E., Medicine Hat, Alberta, including truck drivers, excluding office staff, salesmen, supervisory employees employed as such."

Number of Employees in Unit: 3
Certificate Number 188 - 69
Issued December 18, 1969.

* * * * *

38. Truckers, Cartagemen, Construction and Building Material Employees Local Union No. 362, Calgary and Bill Wearmouth Holdings Ltd., Calgary.

UNIT: "All truck drivers working for the Company in Alberta, excluding those in a supervisory capacity with the right to hire and fire and all office staff."

Number of Employees in Unit: 4
Certificate Number 189 - 69
Issued December 18, 1969.

* * * * *

39. The Canadian Union of Public Employees, Local 1240, Calgary and The Holy Cross Hospital, Calgary.

AMENDED UNIT: "All employees of The Holy Cross Hospital except: Medical Director, Resident Doctor, House Surgeons, Pathologists, Internes, Staff Nurses, Student Nurses, Pharmacists, Radiologists, Physiotherapists, Laboratory Technicians, Inhalation Therapy Technicians, X-Ray Technicians, Certified Nursing Aides, Head Orderly, Supervisor Dietary, Dietitians, Social Workers, Secretaries to Sister Superior & Director of Nursing, Medical Records Librarians, Business Manager, Credit Manager, Comptroller, Personnel Officer, Office Staff, Sewing Room Supervisor, Supervisor Housekeeping, Laundry Supervisor, Engineers & Mechanical Maintenance Men, Electricians & their helpers and plumbers,"

Number of Employees in Unit: 352
Certificate Number 190 - 69
Issued December 18, 1969.

* * * * *

40. The International Brotherhood of Electrical Workers, Local Union 254, Calgary and Northwest Electrical Installations Ltd., Edmonton.

AMENDED UNIT: "All apprentices, journeymen, sub-foreman, foremen excluding foremen who do not regularly work with the tools of the trade."

Number of Employees in Unit: 4
Certificate Number 191 - 69
Issued December 22, 1969.

* * * * *

41. Collins Steel Employees Union, Devon and Collins Steel Products Limited, Edmonton.

AMENDED UNIT: "All employees of Collins Steel Products Ltd.,
Edmonton, Alberta, employed in or out of shops
located at 11205 - 156 Street, Edmonton, operated
by the said company excepting managers, sales
staff, office staff and all other persons acting in
a confidential capacity with respect to labour
relations or having the right to hire and/or fire
employees."

Number of Employees in Unit: 47
Certificate Number 192 - 69
Issued December 22, 1969.

* * * * *

42. The International Association of Bridge, Structural & Ornamental Iron Workers, Shopmen's Local
No. 805, Calgary and Great West Steel Industries (Southern) Ltd., Calgary.

AMENDED UNIT: "All employees of the company at its shops located in
Calgary, except office and clerical employees,
foreman and persons above the rank of foreman,
supervisors with the right to hire and fire and employees
engaged in field erection work."

Number of Employees in Unit: 94
Certificate Number 193 - 69
Issued December 22, 1969.

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43. The International Association of Machinists and Aerospace Workers Local Lodge No. 1722, Edmonton
and International Harvester Co. of Canada Ltd., Edmonton.

AMENDED UNIT: "All Parts Department employees and pick up drivers
excluding office staff and those of the rank of foreman
and above, employed at 11910 - 111th Avenue, Edmonton,
Alberta.

Number of Employees in Unit: 11
Certificate Number 194 - 69
Issued December 22, 1969.

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44. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Jiffy Lunch Catering Service Ltd., Edmonton.

UNIT: "All driver salesmen and route relief driver salesmen, excluding supervisory employees employed only as such."

Number of Employees in Unit: 11
Certificate Number 195 - 69
Issued December 23, 1969.

* * * * *

45. The International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 725, Calgary and Graham Doors Calgary, Calgary.

UNIT: "All employees who are directly connected and engaged in the fabrication, manufacturing, and erection of all pre-cast, pre-stressed, post-stressed, post-tensioned products, including all phases of fabrication and erection of structural, miscellaneous, ornamental iron, rigging, and machinery moving, and all welders connected with the above, off plant premises, excluding carpenters, labourers and operating engineers."

Number of Employees in Unit: 8
Certificate Number 196 - 69
Issued December 29, 1969.

* * * * *

46. The Canadian Union of Public Employees, Local No. 1231, Calgary and Calgary Auxiliary Hospital and Nursing Home, District No. 7, Calgary.

UNIT: "Laundry and maintenance employees."

Number of Employees in Unit: 21
Certificate Number 197 - 69
Issued December 30, 1969.

* * * * *

APPLICATION FOR CERTIFICATION

REFUSED

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

1. The Oil, Chemical and Atomic Workers International Union, Local No. 9-666, Edmonton and Amerada Hess Corporation, Calgary.

UNIT: "All employees in and near the plant, except clerical staff, supervisors, and those above the rank of supervisors."

Refused October 9, 1969. Majority did not vote in favour.

* * * * *

2. The International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 725, Calgary and Canadian Pittsburgh Industries Limited Vancouver.

UNIT: "All employees who are directly connected with the erecting and placing of curtain-wall and curtain-wall type panels, mullions, window frames and ornamental iron, excluding all glass and glass materials and glaziers in accordance with International Agreement with Glaziers Union."

Refused October 15, 1969. Applicant already certified for similar unit of employees.

* * * * *

3. The Bakery & Confectionery Workers' International Union of America, Local Union No. 276, Edmonton and Honey Boy Baking Co. Ltd., Edmonton.

UNIT: "All employees engaged in the production and wrapping of bread, rolls and cakes in the bakery except office staff and salesmen or those employees otherwise excluded by the Labour Act."

Refused October 24, 1969. Majority did not vote in favour.

* * * * *

4. The International Union of Operating Engineers, Local No. 955, Calgary and Wonderly & Kershaw Petrochemical Services Ltd., Calgary.

UNIT: "Employees of Wonderly & Kershaw Petrochemical Services Ltd., when employed as: Operators of: Trenching machines, boom cats, back filler, bending, boring, cleaning, dope machines, back hoes, drag-lines, clams, bull dozers, tac tractors, tractor-scrappers, graders, fork lifts, loaders, cranes, ton tractors, greasers, dope pot firemen, air compressors, pumps, mechanics, mechanics helpers, utility welder oilers, A frame. Excluding employees with the authority to hire, fire, labourers, pipfitters and office staff."

Refused October 29, 1969.

Unit not appropriate for collective bargaining.

* * * * *

5. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Canadian Linen Supply Co. Ltd., Edmonton, Alberta.

UNIT:

"All driver route salesmen, employed and performing work at 8631 - Stadium Road, Edmonton, Alberta, excluding route supervisors employed as such."

Refused November 14, 1969.

Majority did not vote in favour.

* * * * *

6. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 146, Edmonton and Babcock & Wilcox Canada Limited, Galt, Ontario.

UNIT:

"All boilermakers, boilermaker welders, blacksmiths, boilermaker fitters, boilermaker riggers and boilermaker helpers engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foreman and employees engaged in fabrication work in the employer's shop or plant."

Refused December 8, 1969.

Similar unit already certified.

* * * * *

7. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 146, Edmonton and Dominion Bridge Company limited, (Alberta Branch), Edmonton.

UNIT:

"All boilermakers, boilermaker welders, blacksmiths, boilermaker fitters, boilermaker riggers and boilermaker helpers engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foreman and employees engaged in fabrication work in the employer's shop or plant."

Refused December 9, 1969.

Union already certified for similar unit.

* * * * *

8. Retail Clerks Union, Local No. 401, Edmonton and Scott National Company Limited, Edmonton.

UNIT: "All employees of the employer employed in warehouses owned and/or operated in the greater Edmonton area including drivers, swamper, warehouse men and packers, but excluding office staff, salesmen, and those in supervisory capacity with the right to hire and fire."

Refused December 22, 1969. Applicant union did not have a majority of employees in the unit.

* * * * *

9. The Canadian Union of Public Employees, Local No. 1234, Calgary and Claresholm Municipal Hospital, District No. 24, Claresholm.

AMENDED UNIT: "All employees, except Business Manager, Secretary to Administrator, Head of Departments, Supervisors, Registered Nurses, Certified Nursing Aides, Certified Laboratory Technicians, Certified Radiology Technicians."

Refused December 30, 1969. Not a majority voted in favour.

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APPLICATION FOR REVOCATION

I S S U E D

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

1. Truckers, Cartagemen, Construction and Building Material Employees, Local No. 362, Edmonton and Hi-Way 13 Transport Ltd., Camrose.

UNIT: "All employees, excluding office staff and those in a supervisory capacity with the right to hire and fire."

* * * * *

2. The United Brotherhood of Carpenters and Joiners of America, Local Union No. 2508, Millworkers, Calgary and Instant Housing Industries Ltd., Calgary.

UNIT: "Tradesmen, production work leaders, production workers, production helpers."

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3. The International Union of Operating Engineers, Local No. 703, Calgary and Hudson's Bay Company, Calgary.

UNIT: "Employees engaged in heating and electrical maintenance."

* * * * *

4. Retail Clerks Union, Local No..401, Edmonton and David Sears Furniture Ltd., Edmonton.

UNIT:

"All employees employed in the warehouses of Podersky's Limited in the Greater Edmonton Area, including shippers, receivers, warehousemen, truck drivers and helpers, but excluding salesmen, office staff and those in a supervisory capacity with the right to hire and fire."

* * * * *

APPLICATION FOR REVOCATION

REFUSED

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

1. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union Local No. 579, Edmonton and Rex Hotel Company Limited, Edmonton.

UNIT:

"All employees in the Rex Hotel Company Limited, excluding Manager, Assistant Manager, Accountant, and those with the right to hire and fire."

Refused November 14, 1969.

No majority requesting Revocation of Certification.

* * * * *

2. The Pulp & Paper Workers of Canada, Local No. 14, Calgary and Modern Packaging Co. Ltd., Calgary.

UNIT:

"All employees directly engaged in the manufacture of the Company's products at its plant at 5319 - 3rd Street S.E., Calgary, Alberta, excluding sales, office staff, technical and research, quality control, supervisory with the authority to hire and/or discharge and employees engaged in a confidential capacity in matters relating to labour relations."

Refused November 28, 1969.

No majority requesting Revocation of Certification.

* * * * *

The following Application for Revocation of Certification, Refused, April 25, 1969, was inadvertently omitted from the Second Quarter Bulletin.

Edmonton District Employee Pharmacists Association, Edmonton and Family Drugs (Beverly) Ltd., operating as "Bay Drugs," Edmonton.

UNIT:

"All pharmacists employed by the employer in the City of Edmonton, in the Province of Alberta."

Refused April 25, 1969.

No majority.

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APPLICATION FOR AMENDMENTS TO CERTIFICATION

G R A N T E D

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

1. The United Steelworkers of America, Local No. 5220, Edmonton and McIntyre Porcupine Mines Limited - Coal Division, Grande Cache, Alberta.

Amended name of Employer:

FROM: Raymond A. Wallinder, Grande Cache, Alberta.

TO: McIntyre Porcupine Mines Limited - Coal Division, Grande Cache, Alberta.

Amended unit to following:

"All employees employed in connection with the mining operations of the Company at or near Grande Cache, Alberta except office staff, engineering and surveying staff, including supervisors with the authority to hire and/or fire."

Certificate Number: 111 - 69

* * * * *

2. The International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 725, Calgary and Dominion Construction Company Limited, Calgary.

Amended unit to include in exclusions:

"Other craft union members."

Certificate Number: 139 - 69

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3. The Canadian Union of Public Employees, Local No. 70, Lethbridge and The City of Lethbridge, Lethbridge, Alberta.

Substitute following unit:

"All employees of the Public Works, Parks and Recreation Departments including Foreman 1 and 11 but excluding all employees above the rank of such foreman."

Certificate Number: Varied to Certificate No. 130 - 65 by merging Certificate No. 75 - 63 and No. 130 - 65.

* * * * *

4. The International Union of Operating Engineers, Local No. 955, Edmonton and Domtar Construction Materials Ltd., Gypsum Products Division, Calgary.

Amended name of Union:

FROM: International Union of Operating Engineers, Local No. 703, Calgary.
TO: International Union of Operating Engineers, Local No. 955, Edmonton.

Amended name of Company:

FROM: Gypsum Lime and Alabastine Canada Limited, Calgary.
TO: Domtar Construction Materials Ltd., Gypsum Products Division, Calgary.

Certificate Number: 87 - 57

* * * * *

5. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths and Forgers, Local No. 146 and Babcock & Wilcox Canada Limited, Galt, Ontario.

Amended name of Company:

FROM: Babcock - Wilcox and Goldie McCollough Limited, Calgary.
TO: Babcock & Wilcox Canada Limited, Galt, Ontario.

Amended unit to following:

"All boilermakers, boilermaker welders, blacksmiths, boilermaker fitters, boilermaker riggers and boilermaker helpers engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foreman and employees engaged in fabrication work in the employer's shop or plant."

Certificate Number: 54 - 54

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6. The International Brotherhood of Boilermakers, Iron Ship Builders, Welders and Helpers of America, Local No. 146 and Dominion Bridge Company Limited (Alberta Branch), Edmonton Alberta.

Amended name of Employer:

FROM: The Dominion Bridge Company Limited, Calgary.
TO: Dominion Bridge Company Limited (Alberta Branch), Edmonton.

Amended unit to following:

"All boilermakers, boilermaker welders, blacksmiths, boilermaker fitters, boilermaker riggers and boilermaker helpers engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foreman and employees engaged in fabrication work in the employer's shop or plant."

Certificate Number: 47 - 52

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7. The Construction and General Laborers' Union, Local No. 1111, Calgary and Bill Wearmouth Holdings Ltd., Calgary.

Amended unit to following:

"All employees when employed as labourers, machine operators, yardmen, burners and foremen, excluding general foremen."

Certificate Number: 79 - 66

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THE ALBERTA LABOUR ACT

DISPUTES PENDING AT CONCILIATION

OFFICER STAGE AS AT OCTOBER 31st, 1969

<u>DISPUTE NUMBER</u>	<u>DISPUTE NUMBER</u>	<u>DISPUTE NUMBER</u>	<u>DISPUTE NUMBER</u>
A 39 - 69	A 112 - 69	A 132 - 69	A 142 - 69
A 68 - 69	A 120 - 69	A 136 - 69	A 143 - 69
A 70 - 69	A 121 - 69	A 137 - 69	A 144 - 69
A 71 - 69	A 122 - 69	A 138 - 69	A 145 - 69
A 104 - 69	A 123 - 69	A 139 - 69	A 146 - 69
A 105 - 69	A 124 - 69	A 140 - 69	A 151 - 69
A 106 - 69	A 128 - 69	A 141 - 69	

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APPOINTMENT OF CONCILIATION OFFICER

TO DISPUTES ARISING DURING THE PERIOD

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

<u>DISPUTE</u>	<u>OFFICER</u>
1. A-149-69 The Canadian Linen Supply Co. Ltd., Calgary <u>and</u> the Driver-Salesmen, Warehouse and Cannery Employees Local Union No. 987, Calgary, Alberta.	H.N. GRAHAM
* * * * *	
2. A-150-69 The Mount Royal College, Calgary <u>and</u> the Mount Royal Faculty Assoc- iation, Calgary, Alberta.	J.R. HUTTON
* * * * *	
3. A-152-69 Dvorkin Meat Packers Ltd., Calgary <u>and</u> the United Packinghouse Food and Allied Workers, Local No. 421, Calgary, Alberta.	T.T. GROTHEN
* * * * *	
4. A-153-69 Canadian Salt Company, Lindbergh <u>and</u> the International Chemical Workers Union, Local No. 474, Calgary, Alberta.	C.T.A. HUTCHINGS
* * * * *	
5. A-154-69 The Calgary Public School District No. 19, Calgary <u>and</u> the Alberta Teachers' Association.	J.R. HUTTON
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6. A-155-69
The Cereal Municipal Hospital, Cereal and the Alberta Association of Registered Nurses. J.R. HUTTON
- * * * * *
7. A-156-69
Coleman Collieries Limited, Coleman and the United Mine Workers of America, District 18, and Coleman Local Union No. 2633, Coleman, Alberta. I.J. FLYNN
- * * * * *
8. A-157-69
The County of Smoky Lake No. 13, Smoky Lake and the Alberta Teachers' Association. J.B. ADAMS
- * * * * *
9. A-158-69
The Canadian Utilities Limited, Edmonton and the Canadian Utilities and Northland Utilities Employees Association, Edmonton, Alberta. C.T.A. HUTCHINGS
- * * * * *
10. A-159-69
Northland Utilities Limited, Edmonton and the Canadian Utilities and Northland Utilities Employees Association, Edmonton, Alberta. C.T.A. HUTCHINGS
- * * * * *
11. A-160-69
The Edmonton Roman Catholic Separate School, Edmonton and the Alberta Teachers' Association. J.B. ADAMS
- * * * * *
12. A-161-69
The County of Thorhild No. 7, Thorhild and the Alberta Teachers' Association. H.J.H. LIBKE
- * * * * *
13. A-162-69
Watson Industries (Alberta) Ltd., Claresholm and the United Brotherhood of Carpenters and Joiners of America, Local No. 3060, Claresholm, Alberta. I.J. FLYNN
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14. A-163-69
Chemcel Limited, Edmonton and the Oil, Chemical and Atomic Workers International Union, Local 9-666, Edmonton, Alberta. J.B. ADAMS
- * * * * *
15. A-164-69
The County of Leduc No. 25, Leduc and the Alberta Teachers' Association. T.T. GROTHEN
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16. A-165-69
The County of Two Hills , Two Hills and the Alberta Teachers' Association. J.B. ADAMS
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17. A-166-69
The County of Lamont No. 30 , Lamont and the Alberta Teachers' Association. H.J.H. LIBKE
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18. A-167-69
The County of St. Paul , St. Paul and the Alberta Teachers' Association. H.J.H. LIBKE
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19. A-168-69
Pioneer Electric Alberta Ltd. , Red Deer and the International Brotherhood
of Electrical Workers , Local No. 254 , Calgary , Alberta. C.T.A. HUTCHINGS
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20. A-169-69
Consolidated Bathurst Packaging Limited , Calgary and the International
Brotherhood of Pulp , Sulphite and Paper Mill Workers , Local No. 539 ,
Calgary , Alberta. H.N. GRAHAM
* * * * *
21. A-170-69
The Northlands School Division No. 61 , Edmonton and the Alberta Teachers' T.T. GROTHEN
Association.
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22. A-171-69
The Bonnyville School Division No. 46 , Bonnyville and the Alberta T.T.GROTHEN
Teachers' Association.
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23. A-172-69
The Medicine Hat School Division No. 4 , Medicine Hat and the Alberta J.R. HUTTON
Teachers' Association.
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24. A-173-69
Canadian Industries Ltd. , Edmonton and the Oil , Chemical and Atomic H.J.H. LIBKE
Workers International Union , Local No. 9-666 , Edmonton , Alberta.
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25. A-174-69
The County of Lethbridge No. 26 , Lethbridge and the Alberta Teachers' J.R. HUTTON
Association.
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26. A-175-69
Purity Dairy Limited, Lethbridge and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. H.N. GRAHAM

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27. A-176-69
The County of Athabasca No. 12, Athabasca and the Alberta Teachers' Association. H.J.H. LIBKE

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28. A-177-69
Banff School District No. 102, Banff and the Alberta Teachers' Association. J.R. HUTTON

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29. A-178-69
Husky Oil Ltd., Lloydminster and the Oil, Chemical and Atomic Workers International Union, Local No. 9-658, Edmonton, Alberta. T.T. GROTHEN

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30. A-179-69
The St. Albert Protestant Separate School District No. 6, St. Albert and the Alberta Teachers' Association, J.B. ADAMS

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31. A-180-69
Pincher Creek School Division No. 29, Pincher Creek and the Alberta Teachers' Association. J.R. HUTTON

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32. A-181-69
Canadian Delhi Oil Ltd., Calgary and the Oil, Chemical and Atomic Workers International Union, Local 9-666, Edmonton, Alberta. T.T. GROTHEN

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33. A-182-69
Brooks School District No. 2092, Brooks and the Alberta Teachers' Association. J.R. HUTTON

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34. A-183-69
The County of Lacombe No. 14, Lacombe and the Alberta Teachers' Association. T.T. GROTHEN

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35. A-184-69
The County of Parkland No. 31, Stony Plain and the Alberta Teachers' Association. H.J.H. LIBKE

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36. A-185-69
The County of Lac Ste. Anne No. 28, Sangudo and the Alberta Teachers' Association. T.T. GROTHEN
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37. A-186-69
Stearns-Roger Canada Ltd., Calgary and the United Association of Journey- I.J. FLYNN
men and Apprentices of the Plumbing and Pipefitting Industry, Local No.
496, Calgary, Alberta.
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38. A-187-69
Catelli-Habitant Ltd., Lethbridge and the United Packinghouse, Food & I.J. FLYNN
Allied Workers, Local No. 1115, Calgary, Alberta.
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39. A-188-69
The City of Lethbridge, Lethbridge and the Canadian Union of Public Em- I.J. FLYNN
ployees, Local No. 70, Lethbridge, Alberta.
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40. A-189-69
The County of Paint Earth No. 18, Castor and the Alberta Teachers' T.T. GROTHEN
Association.
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41. A-190-69
The County of Minburn No. 27, Vegreville and the Alberta Teachers' H.J.H. LIBKE
Association.
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42. A-191-69
The City of Lethbridge, Lethbridge and the International Brotherhood of H.N. GRAHAM
Electrical Workers Local Unit No. 630, Lethbridge, Alberta.
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43. A-192-69
The Rocky Mountain School Division No. 15, Rocky Mountain House and T.T. GROTHEN
the Alberta Teachers' Association.
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44. A-193-69
The City of Calgary, Calgary and the Canadian Union of Public Employees, H.N. GRAHAM
Local No. 37, Calgary, Alberta.
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45. A-194-69
The City of Medicine Hat, Medicine Hat and the Canadian Union of Public Employees, Local Union No. 46, Medicine Hat, Alberta. H.N. GRAHAM

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46. A-195-69
The Stettler School District No. 1475, Stettler and the Alberta Teachers' Association. T.T. GROTHEN

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SYNOPSIS OF DISPUTES SETTLED

AT CONCILIATION OFFICER STAGE

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

DISPUTE

CONCILIATOR

1. A-104-69
The Oil, Chemical and Atomic Workers' International Union, Local No. 9-666, Edmonton and Pan American Petroleum Processing Corporation (now Amoco Canada Petroleum Company Limited), Whitecourt, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:
October 16, 1969 - 8% increase, May 16, 1970 - 7% plus 3¢ per hour on present rates.
August 16, 1969 to October 15, 1969 retroactivity based on 6.5 % multiplied by hours worked.
2. Statutory Holidays:
1 additional day - namely "1st Monday in August".
3. Hours of Work:
1 1/2 time paid for first 8 hours after a temporary change of shift when less than 16 hours notice has been given of the change.
4. Term of Agreement:
From date of ratification to July 15, 1971.

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2. A-105-69*
United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of the United States and Canada, Local Union No. 496, Calgary and Fischer's Plumbing & Heating Ltd.; Tony's Plumbing and Heating Ltd.; W. Turner & Son Limited; Western Plumbing & Heating Co. and Stark's Sheet Metal, all of Medicine Hat, Alberta. I.J. FLYNN

* W. Turner & Son Limited refused to accept the terms of Settlement. No further action has been taken by the Union or the Employer.

BASIS OF SETTLEMENT:

1. Wages:
Effective August 11, 1969 - \$4.10 per hour.
Effective January 1, 1970 - 4.35 per hour.
Effective July 1, 1970 - 4.80 per hour.
Effective January 1, 1971 - 5.20 per hour.
2. Union Security:
30 day Union Shop.
3. Vacation Pay:
Effective April 1, 1969 - 6% of gross earnings payable twice annually in addition to termination.
4. Statutory Holidays:
Nine recognized holidays. Holiday pay based on 4% of gross earnings. Any work performed on holiday to be paid for with additional double time for hours worked.
5. Hours of Work:
8 hours per day Monday through Friday; 40 hours per week. Overtime to be paid at double time.
6. Term of Agreement:
May 26, 1969 to March 31, 1971.

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3. A-106-69

The Sheet Metal Workers' International Association, Local No. 271, Edmonton H.J.H. LIBKE and Specialty Metal Crafts Ltd., Blackfalds, Alberta.

BASIS OF SETTLEMENT:

1. Effective October 1, 1969 - Journeyman Welders - \$3.00 per hour.
Apprentice Welders - As per Apprenticeship Act.
Painters - \$1.70 to \$3.00 per hour.
Machine Operator - \$1.65 to \$2.75 per hour.
Labour/Assembler - \$1.65 to \$2.40 per hour.
Students and Casual Help - \$1.45 per hour.
2. Union Security:
Maintenance of Membership.
3. Vacation Pay:
1 to 5 years service - 2 weeks vacation with 4% of gross earnings.
5 years and over - 3 weeks vacation with 6% of gross earnings.
4. Statutory Holidays:
10 paid holidays - with 4% of gross earnings. If work performed on statutory holiday, employee to receive additional time and one half.
5. Hours of Work:
9 hours per day, Monday through Thursday - 8 hours on Friday.

44 hours per week. All overtime at time and one half; also for all work performed on Saturday and/or Sunday.

6. Miscellaneous:

First Agreement. Shift Work - 15¢ per hour for afternoon shift.
20¢ per hour for night shift.

7. Term of Agreement:

October 1st, 1969 to September 30, 1970.

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4. A-136-69

The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, T.T. GROTHEN Forgers and Helpers, Local No. 146, Edmonton and Black, Sivalls & Bryson Limited, Edmonton, Alberta.

BASIS OF SETTLEMENT:

	Effective Aug. 15/69	Effective Aug. 15/70
1. <u>Wages:</u>		
Welder, Class "A"	\$4.00	\$4.20
Welder, Class "B", & Master Fabricator	3.90	4.10
Journeyman Welder, Machinist, Boilermaker, Fabricator and Fitter	3.56	3.75
Mobile Crane Operator	3.35	3.50
Apprentices, 3rd Year	2.88	3.06
2nd Year	2.66	2.82
1st Year	2.50	2.60
Helper	2.83	3.00
Yard Labourer	2.55	2.70

2. Statutory Holidays:

Add "Civic Holiday.

3. Hours of Work:

First 8 hours - Straight Time.

Time and one-half for 1st hour of overtime and double time thereafter.

4. Miscellaneous:

Increase Shift Differential to 25¢ and 35¢.

Increase Weekly Indemnity Period From 13 weeks to 26 weeks.

Increase Grant to Single Apprentices from \$15.00 to \$25.00 per week while in school.

5. Term of Agreement:

Two years - August 15, 1969 to Aug 14, 1971.

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5. A-138-69

The International Woodworkers of America, Local No. 1-207, Edmonton and H.J.H. LIBKE Zeidler Plywood Corporation, Edmonton, Alberta.

BASIS OF SETTLEMENT:

1. Wages:
Effective November 1, 1969 - Male, from low of 18¢ per hour to high of 35¢ per hour.
Female - from low of 19¢ per hour to 21¢ per hour.
Effective November 1, 1970 - a general increase of 20¢ per hour.
Effective May 1, 1971 - a general increase of 5¢ per hour.
2. Vacation Pay:
Amend to - 3 weeks vacation with 6% of total earnings after 8 continuous years. 4 weeks vacation with 8% of total earnings after 20 continuous years.
3. Statutory Holidays:
Amend to include Civic Day as a recognized holiday and Armistice Day as a paid holiday.
4. Miscellaneous:
Shift Differential - Amended to provide 10¢ per hour. Also amend to provide for an additional 10¢ per hour (based on 8 hours) for a special non-rotating shift.
5. Term of Agreement:
November 1, 1969 to October 31, 1971.

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6. A-141-69
The Bakery and Confectionery Workers International Union, Local No. 276, T.T. GROTHEN
Edmonton and St. Paul and District Co-operative Association Ltd., St. Paul,
Alberta.

BASIS OF SETTLEMENT:

1. Wages:

<u>Classification:</u>	<u>Effective</u> <u>Nov. 1, 1969</u>	<u>Effective</u> <u>May 1, 1970</u>
Baker	\$108.00 per wk.	\$116.00 per wk.
Baker's Helper, 1st 6 months	93.00	101.00
After 6 months	98.00	106.00
Female Bench Hand	86.00	94.00
Female Helper	83.00	91.00
2. Union Security:
Any employee who is a member of the Union on the date of signing of this Agreement, or any employee who becomes a member during the Agreement shall remain a member in good standing for the life of the Agreement.
3. Hours of Work:
To be reduced from forty-two (42) hours to forty (40) hours per week effective November 1, 1969.
4. Miscellaneous:
Shift differential of 20¢ per hour between the hours of 6:00P.M. and 6:00 A.M.
5. Term of Agreement:
One year - from November 1, 1969 to October 31, 1970.

* * * * *

7. A-142-69
The Retail Clerks International Association, Local 401, Edmonton and Horne H.J.H. LIBKE
& Pitfield Foods Ltd., Red Deer, Alberta.

BASIS OF SETTLEMENT:

1. Wages:

- Warehousemen & Packers	- \$2.40 to \$2.55
Effective July 24, 1979 - Truck Drivers	- 2.38 to 2.63
Shippers and Receivers	- 2.74
Females	- 1.98 to 2.12
2. Union Security:
Maintenance of Membership.
3. Vacation Pay:
1 to 10 years - 2 weeks with pay.
10 years and more - 3 weeks with pay.
4. Statutory Holidays:
10 paid holidays - If worked employee to receive additional double time for all hours worked.
5. Miscellaneous:
Duration clause includes provision whereas - "Any conclusions reached in the aforementioned negotiations shall be made retro-active to the said anniversary date or the said termination date."
6. Term of Agreement:
July 24, 1969 to July 23, 1970.

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8. A-143-69
The Service Employees' International Union, Local No. 323A, Edmonton and T.T. GROTHEN
the Westlock School Division No. 37, Westlock, Alberta.

BASIS OF SETTLEMENT:

1. Wages:
Full time employees to receive a twenty-five dollar (\$25.00) per month across the board increase effective September 1, 1969. Permanent
Part-time employees to receive \$1.30 to \$1.50 per room.
2. Vacation Pay:
3 weeks vacation (15 working days) after five (5) years of service.
3. Term of Agreement:
One (1) year - September 1, 1969 to August 30, 1970.

* * * * *

9. A-144-69
The Alberta Teachers' Association and the Calgary Roman Catholic Separate J.R. HUTTON
School District No. 1, Calgary, Alberta.

BASIS OF SETTLEMENT:

1. Wages:

Minimum	\$4900	\$5050	\$5625	\$7175	\$7675	\$8175
Maximum	7175	7975	8775	12125	12625	13125
Increments	7 x 325	9 x 325	9 x 350	11 x 450	11 x 450	11 x 450
2. Administrative Allowance:

Effective September 1, 1969 to August 31, 1970:
\$10.00 per pupil for the first 150 pupils
\$3.00 per pupil for each additional pupil to a maximum allowance of \$5,000.00.

Effective September 1, 1970:
\$11.50 per pupil for the first 150 pupils.
\$3.00 per pupil for each additional pupil to a maximum allowance of \$5,300.00.
3. Substitute Teachers:

Substitute Teachers to be paid \$19.00 per day, rather than \$17.00 as in the old agreement.
4. Miscellaneous:

Sick Leave:
Extended accumulated sick leave for Teachers by 20 days to 170 days per year.

Sabbatical Leave:
Increased to 9 from 6 and allowing half-year sabbatical leaves, provided the total does not exceed 9 years.
Teachers granted leaves of absence with pay to write examinations for certification when exams come during school time.
5. Term of Agreement:

16 months ✓ September 1, 1969 to December 31, 1970.

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10. A-145-69
The Amalgamated Meat Cutters and Butcher Workmen of North America, Local H.N. GRAHAM No. 373, Calgary and Medicine Hat I.G.A. Foods Limited, Medicine Hat, Alberta.

BASIS OF SETTLEMENT:

1. Miscellaneous:

Dental Plan:
Management agreed to give serious consideration to the possibility of instituting the Alberta Retail Meat Industry Dental Plan.

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11. A-146-69
The Canadian Food and Allied Workers, Union Local No. 319, Edmonton and T.T. GROTHEN Gainer's Ltd., Edmonton, Alberta.

BASIS OF SETTLEMENT:

1. Wages:

Twenty-five cents (25¢) per hour across the board increase effective April 1, 1969.

Nineteen and one-half cents (19 1/2¢) per hour across the board increase effective April 1, 1970.

Effective April 1, 1970 - Company agrees to spend the equivalent of one-half cent (1/2¢) per hour to increase job rates.

2. Vacation Pay:

Qualifying period 1st year - 245 days.

Effective April 1, 1969:

2 weeks vacation after 1 years service

3 weeks vacation after 8 years service

4 weeks vacation after 18 years service

5 weeks vacation after 30 years service

Effective April 1, 1970:

2 weeks vacation after 1 years service

3 weeks vacation after 6 years service

4 weeks vacation after 18 years service

5 weeks vacation after 25 years service

3. Miscellaneous:

1. Company to increase weekly indemnity benefits and effective April 1, 1970, to pay first \$1.50 and balance on a 50 - 50% basis.

2. If Medicare premiums increase during the term of this agreement Company agrees to pay up to \$4.00 for married persons and up to \$2.00 for single persons.

4. Term of Agreement:

Two (2) years - from April 1, 1969 to March 31, 1971.

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12. A-149-69

The Driver-Salesmen, Plant, Warehouse and Cannery Employees Local No. H.N. GRAHAM
987, Calgary and the Canadian Linen Supply Co. Ltd., Calgary, Alberta.

BASIS OF SETTLEMENT:

1. Wages:

Male Help - First Year:

From a low of \$2.10 to a high of \$2.40.

Female Help - First Year:

From a low of \$1.60 to a high of \$1.75.

Male Help - Second Year:

From a low of \$2.24 to a high of \$2.54.

Female Help - Second Year:

From a low of \$1.74 to a high of \$1.89.

2. Union Security:

Union Shop.

3. Vacation Pay:

After 1 year of service - Two (2) weeks

After 8 years of service - Three (3) weeks

After 20 years of service - Four (4) weeks.

4. Statutory Holidays:

New Year's Day, Good Friday, Victoria Day, Dominion Day, August Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day.

5. Hours of Work:

8 hours per day, 40 hours per week.

One and one-half rate for first 4 hours overtime, double time thereafter.

6. Miscellaneous:

Welfare Plan:

\$60.00 weekly Indemnity (Male)

\$45.00 weekly Indemnity (Female).

Alberta Health Plan:

Costs on a 50/50 basis.

7. Term of Agreement:

Two (2) years - November 1, 1969 to October 31, 1971.

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13. A-151-69

The Canadian Food and Allied Workers, Local No. 1118, Red Deer and the W.B. GILL
Intercontinental Packers Ltd., Red Deer, Alberta.

BASIS OF SETTLEMENT:

1. Wages:

25¢ per hour effective April 1, 1969

20¢ per hour effective April 1, 1970.

Shift differential of 15¢ between 6:00P.M. and 6:00A.M.

2. Vacation Pay:

2 weeks after 1 year of service

3 weeks after 6 years of service

5 weeks after 25 years of service.

3. Statutory Holidays:

1 additional holiday - "Stampede Day".

4. Hours of Work:

40 hours per week with a guarantee of 37 hours per week or pay in lieu thereof.

5. Term of Agreement:

Two years - April 1, 1969 to March 31, 1971.

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14. A-152-69

The United Packinghouse Food and Allied Workers, Local No. 421, Calgary T.T. GROTHEN
and the Dvorkin Meat Packers Limited, Calgary, Alberta.

BASIS OF SETTLEMENT:

Same as in No. 13.

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15. A-156-69

The United Mine Workers of America, District 18, and Coleman Local I.J. FLYNN
Union No. 2633, Coleman and Coleman Collieries Limited, Coleman,
Alberta.

BASIS OF SETTLEMENT:

1. Wages:

Effective July 3, 1969 - \$3.20 increase per shift

Effective April 1, 1971 - \$1.92 increase per shift

Effective April 1, 1972 - \$1.84 increase per shift.

Shift Premium:

Effective January 1, 1970 - Afternoon - 5¢; Night - 7¢

Effective April 1, 1971 - Afternoon - 7¢; Night - 11¢.

Tradesmen:

Increase of \$1.00 per day.

2. Vacation Pay:

Effective April 1, 1969:

1 through 8 years - 12 days pay

9 through 19 years - 15 days pay

20 years and over - 18 days pay

April 1, 1971 - 20 years, 20 days pay - 3 weeks vacation.

3. Statutory Holidays:

Included in 1969 - Boxing Day.

4. Miscellaneous:

Alberta Medicare and Blue Cross - January 1, 1970 - 50/50 basis

April 1, 1971 - Company 75%, Union 25%.

Increase in Life Insurance to \$35.00

Increase in Weekly Indemnity to \$60.00.

5. Term of Agreement:

January 1, 1970 to December 31, 1972.

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16. A-160-69

The Alberta Teachers' Association and the Edmonton Roman Catholic Separate J.B. ADAMS School District No. 7, Edmonton, Alberta.

BASIS OF SETTLEMENT:

1. Wages:

Minimum	\$4825	\$4975	\$5675	\$7200	\$7700	\$8200
Maximum	7425	8225	8925	12150	12650	13150
Increments	8 x 325	10 x 325	10 x 325	11 x 450	11 x 450	11 x 450

2. Administration Allowance:

Principals: - Schedule A:

1 to 8 teachers - \$200 per teacher

9 to 11 teachers - \$1950.00.

12 to 14 teachers - 2200.00.

15 to 17 teachers - 2450.00.

18 to 20 teachers - 2700.00.

21 to 24 teachers - 2950.00.

25 to 28 teachers - 3200.00.

29 to 32 teachers - 3450.00.

33 to 36 teachers - \$3700.00.

37 to 40 teachers - 3950.00.

41 to 44 teachers - 4200.00.

45 to 48 teachers - 4450.00.

49 to 52 teachers - 4700.00.

Over 52 teachers - 4700.00,

Plus \$45.00 per teacher to a maximum of \$5300.00

Schedule B: - Religious Teachers:

Members of Religious Orders and Priests to receive 90% of Schedule A with a maximum of \$4825.00.

3. Term of Agreement:

September 1, 1969 to December 31, 1970.

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17. A-162-69

The United Brotherhood of Carpenters and Joiners of America, Local No. I.J. FLYNN
3060, Claresholm and Watson Industries (Alberta) Ltd., Claresholm, Alberta.

BASIS OF SETTLEMENT:

1. Wages:

Effective October 24, 1969, an increase of 35¢ per hour
Effective October 24, 1970, an increase of 20¢ per hour
Effective April 24, 1971, an increase of 10¢ per hour
Effective October 24, 1971, an increase of 25¢ per hour
Effective April 24, 1972, an increase of 10¢ per hour.

2. Hours of Work:

Effective October 24, 1969 - 42 1/2 hours per week
Effective April 24, 1972 - 40 hours per week.

3. Miscellaneous:

Starting Rate as agreed to during negotiations to be as follows:
Starting - \$1.80 per hour
After 20 working days - 20¢ increase
After a further 20 working days - 20¢ increase.

4. Term of Agreement:

October 24, 1969 to October 23, 1972.

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18. A-165-69

The Alberta Teachers' Association and the County of Two Hills, Two Hills, J.B. ADAMS
Alberta.

BASIS OF SETTLEMENT:

1. Wages:

Minimum	\$4470	\$5220	\$6020	\$7200	\$7650	\$8150
Maximum	6870	8020	9120	11600	12050	12550
Increments	10 equal increments.					

2. Administrative Allowances:

\$175.00 per teacher for the first 5 teachers
\$145.00 per teacher for the next 5,
\$90.00 for each of the remaining teachers in a school.

3. Miscellaneous:

Sick Leave:

It is recommended that Article 9.1 be amended to provide for 60 days at 100%
of the unused portion and 70 days at the rate of one-half of the unused portion.

4. Term of Agreement:

September 1, 1969 to December 31st, 1970.

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19. A-166-69

The Alberta Teachers' Association and the County of Lamont No. 30, Lamont, H.J.H. LIBKE
Alberta.

BASIS OF SETTLEMENT:

1. Wages:

Minimum	\$4500	\$5300	\$5950	\$7250	\$7650	\$8050
Maximum	6850	8050	9150	11600	12000	12400
Increments	10 x 235	10 x 275	10 x 320	10 x 435	10 x 435	10 x 435

2. Miscellaneous:

Payment during Sabbatical Leave increased from \$3000 to \$3200 per teacher.
Pro-rata: Teachers request for re-instatement withdrawn.

3. Term of Agreement:

September 1, 1969 to December 31, 1970.

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20. A-168-69

The International Brotherhood of Electrical Workers, Local No. 254, Calgary C.T.A. HUTCHINGS
and Pioneer Electric Alberta Ltd., Red, Deer, Alberta.

BASIS OF SETTLEMENT:

1. Wages:

December 1, 1969 - 6¢ per hour or base rate
December 1, 1969 - 6% increase across the board
August 1, 1970 - 6% increase across the board
April 1, 1971 - 6% increase across the board.

2. Union Security:

Maintenance of Membership
Rand Formula for new employees.

3. Vacation Pay:

3 weeks after 10 years of service.

4. Statutory Holidays:

9 statutory holidays - Boxing Day added.

5. Miscellaneous:

Shift premium raised 5¢.

6. Term of Agreement:

2 years - Expiring November 30, 1971.

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21. A-169-69

The International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local H.N. GRAHAM
No. 539, Calgary and Consolidated Bathurst Packaging Limited, Calgary, Alberta.

BASIS OF SETTLEMENT:

1. Wages:

October 1, 1969 - 25¢ per hour increase across the board

July 1, 1970 - 15¢ per hour increase across the board.

Wage Adjustment:

October 1, 1969 - 5¢ per for 1st class operators & mechanics

July 1, 1970 - 5¢ per hour for 1st class operators & mechanics.

2. Term of Agreement:

October 31, 1969 to December 31, 1970.

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22. A-174-69

The Alberta Teachers' Association and the County of Lethbridge No. 26, J.R. HUTTON
Lethbridge, Alberta.

BASIS OF SETTLEMENT:

1. Wages:

Minimum	\$4300	\$5100	\$5750	\$7000	\$7450	\$7900
Maximum	6600	7750	8900	11400	11850	12300
Increments	10 x 230	10 x 265	10 x 315	10 x 440	10 x 440	10 x 440

2. Term of Agreement:

September 1, 1969 to August 31, 1970.

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23. A-175-69

The Driver Salesmen, Plant Warehouse and Cannery Employees, Local H.N. GRAHAM
Union No. 987, Calgary and the Purity Dairy Limited, Lethbridge, Alberta.

BASIS OF SETTLEMENT:

1. Rates for Office help to be from \$245.00 per month to \$385.00 per month.

Starting rate to be \$220.00 per month.

Above rates to be effective December 1, 1969 to May 31, 1970.

Effective June 1, 1970, all rates shall be increased by whatever increase is granted to Employees covered by the Purity Dairy Master Agreement.

2. Term of Agreement:

One year.

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24. A-178-69

The Oil, Chemical and Atomic Workers International Union, Local No. T.T. GROTHEN
9-658, Edmonton and Husky Oil Ltd., Lloydminster, Alberta.

BASIS OF SETTLEMENT:

1. Wages:

<u>Classification:</u>	<u>Effective Dec.1/69</u>	<u>Effective Nov.1/70</u>
Senior Operator	\$4.26	\$4.57
Boiler Engineer 2nd Class	4.14	4.45
Senior Tradesman	4.08	4.39
No. 1 Operator	3.80	4.09
Boiler Engineer 3rd Class	3.80	4.09
Gasoline Treater	3.67	3.93
No. 1 Tradesman	3.64	3.90
Blender	3.45	3.70
Senior Lab Tester	3.45	3.70
Blow Drum Operator	3.28	3.52
Tank Car Loader	3.28	3.52
Packager	3.28	3.52
No. 2 Tradesman	3.22	3.46
Lab Tester	3.20	3.47
(after 1 year)		
Loader - 1st Helper	3.10	3.32
Crude Treaterman	3.10	3.32
Scaleman	3.05	3.27
Truck Loader	3.05	3.27
Lab Tester		
(1st year in lab)	2.94	3.16
Maintenance Man		
(Labourer after 1 year)	2.94	3.16
Lab Tester		
(3 months to 1 year)	2.47	2.67
Labourer		
(after 3 months to 1 year)	2.30	2.50
Probationary Labourer	2.00	2.15
Shift differentials: - 4:00 P.M. to Midnight - 15¢ per hour		
Midnight to 8:00A.M. - 30¢ per hour.		

2. Statutory Holidays:

One additional Holiday, namely "First Monday in August".

3. Term of Agreement:

Twenty-three months, December 1, 1969 to October 31, 1971.

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DISPUTES REFERRED

TO A CONCILIATION BOARD

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

DISPUTE

OFFICER

1. A-128-69
The Domtar Packaging Co. Ltd., Calgary and the Pulp and Paper Workers of Canada, Local No. 14, Calgary, Alberta. H.N. GRAHAM

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2. A-139-69
The Minburn-Vermilion Health Unit, Vermilion and the Alberta Association of Registered Nurses, Edmonton, Alberta. H.J.H. LIBKE

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3. A-154-69
The Calgary Public School District No. 19, Calgary and the Alberta Teachers' Association. J.R. HUTTON

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UNSUCCESSFUL RECOMMENDATIONS*

UNDER SECTION 86 (1) (b)**

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

DISPUTE

CONCILIATION
OFFICER

1. A-70-69
Bateman's Food Markets (Windsor) Ltd., Edmonton and the Retail Clerks Union Local No. 401, Edmonton, Alberta. C.T.A. HUTCHINGS

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2. A-71-69
Bateman's Food Markets Ltd., Edmonton and the Retail Clerks Union, Local No. 401, Edmonton, Alberta. C.T.A. HUTCHINGS

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* Successful Recommendations are included with Settlements of Disputes at the Conciliation Officer Stage.

* * Pursuant to Section 86(1)(b) of The Alberta Labour Act the Conciliation Commissioner recommends that his Recommendation shall take the place of, and have the same effect as, an Award of a Conciliation Board.

3. A-112-69
The Steel Company of Canada Ltd., Premier Works - Plant No. 1, Edmonton C.T.A. HUTCHINGS
and the United Steelworkers of America, Local No. 5520, Edmonton, Alberta.
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4. A-120-69
The Steel Company of Canada Ltd., Premier Works - Plant No. 2, Edmonton C.T.A. HUTCHINGS
and the United Steelworkers of America, Local No. 5529, Edmonton, Alberta.
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5. A-121-69
McFarlane - Goodacre Motors Ltd., Red Deer and the International Assoc- C.T.A. HUTCHINGS
iation of Machinists and Aerospace Workers, Local No. 1722, Edmonton,
Alberta.
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6. A-122-69
The Red Deer Motors (Canada) Ltd., Red Deer and the International Assoc- C.T.A. HUTCHINGS
iation of Machinists and Aerospace Workers, Local No. 1722, Edmonton,
Alberta.
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7. A-123-69
Rio Vista Garage Ltd., Red Deer and the International Association of Machin-C.T.A. HUTCHINGS
ists and Aerospace Workers, Local No. 1722, Edmonton, Alberta.
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8. A-124-69
The North West Motors (Red Deer) Ltd., Red Deer and the International C.T.A. HUTCHINGS
Association of Machinists and Aerospace Workers, Local No. 1722, Edmon-
ton, Alberta.
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9. A-132-69
Canadian Liquid Air Ltd., Edmonton and the Oil, Chemical and Atomic H.J.H. LIBKE
Workers International Union, Local No. 9-666, Edmonton, Alberta.
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10. A-137-69
The Alberta Grocers' Wholesale Ltd., Edmonton and the Truckers, Cartage- C.T.A. HUTCHINGS
men, Construction & Building Material Employees, Local Union No. 362,
Edmonton, Alberta.
* * * * *
11. A-140-69
Alberta Steel Products, Division of Davis Industries, Ltd., Edmonton C.T.A. HUTCHINGS
and the United Steelworkers of America, Local No. 5220, Edmonton, Alberta.

12. A-158-69

Canadian Utilities Limited, Edmonton and the Canadian Utilities and North- C.T.A. HUTCHINGS
land Utilities Employees Association, Edmonton, Alberta.

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13. A-159-69

Northland Utilities Limited, Edmonton and the Canadian Utilities and North- C.T.A. HUTCHINGS
land Utilities Employees Association, Edmonton, Alberta.

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DISPUTES CANCELLED

AT CONCILIATION OFFICER STAGE

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

1. A-153-69

The Canadian Salt Company, Lindbergh and the International Chemical Workers Union,
Local No. 474, Calgary, Alberta.

Date Cancelled: October 23, 1969.

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DISPUTES PENDING AT CONCILIATION

OFFICER STAGE AS AT DECEMBER 31st, 1969

<u>DISPUTE NUMBER</u>	<u>DISPUTE NUMBER</u>	<u>DISPUTE NUMBER</u>	<u>DISPUTE NUMBER</u>
A 39 - 69	A 167 - 69	A 180 - 69	A 188 - 69
A 68 - 69	A 170 - 69	A 181 - 69	A 189 - 69
A 150 - 69	A 171 - 69	A 182 - 69	A 190 - 69
A 155 - 69	A 172 - 69	A 183 - 69	A 191 - 69
A 157 - 69	A 173 - 69	A 184 - 69	A 192 - 69
A 161 - 69	A 176 - 69	A 185 - 69	A 193 - 69
A 163 - 69	A 177 - 69	A 186 - 69	A 194 - 69
A 164 - 69	A 179 - 69	A 187 - 69	A 195 - 69

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SUMMARY OF DISPOSITION OF DISPUTES

AT CONCILIATION OFFICER STAGE

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

Conciliations pending as of October 1st, 1969	27
Appointments during the period	<u>46</u>
TOTAL	73

DISPUTES

Settled	24
Referred to a Conciliation Board	3
Unsuccessful Recommendations under Section 86 (1) (b)	13
Cancelled	1
Pending at December 31st, 1969	<u>32</u>
TOTAL	73

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SYNOPSIS OF CONCILIATION

BOARD AWARDS

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

1. A-100-69
The United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and
Con - Force Construction Ltd., Edmonton.

Chairman	-	Mr. L. M. Diamond
Company Member	-	Mr. D. G. Skagen
Union Member	-	Mr. L. D. Tackaberry

Unanimous Award

The Board Recommended:

1. Wages:
- | | | |
|-------------------|---|------------------------------------|
| April 1, 1969 | - | \$4.00 per hour |
| October 1, 1969 | - | \$4.20 per hour |
| April 1, 1970 | - | \$4.40 per hour |
| October 1, 1970 | - | \$4.70 per hour |
| Carpenter Foreman | - | 25¢ per hour over Journeyman rate. |

2. Hours of Work:
8 hours per day Monday through Friday. Night shift premium of 15% to a maximum of 8 hours.
3. Overtime:
Time and a half for first 2 hours. Double Time thereafter. Saturdays, Sundays and holidays - double time.
4. Holidays:
Nine recognized holidays to be paid at 3.6% of regular pay.
5. Vacations:
1 to 8 years - 2 weeks vacation with 6% of regular pay.
8 years and over - 3 weeks vacation with 6% of regular pay.
6. Union Security:
30 day Union Shop
7. Term of Agreement:
April 1, 1969 to March 31, 1971.

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2. A-43-69
The United Brotherhood of Carpenters and Joiners of America, Locals No. 1779 & 2103 Calgary, and Stoy Cement Co. Ltd., Calgary, Alberta.

Chairman	-	Mr. L. M. Diamond
Company Member	-	Mr. D. G. Skagen
Union Member	-	Mr. L. D. Tackaberry

Unanimous Award

The Board Recommended:

Same Award as for No. 1.

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3. A-101-69
The United Brotherhood of Carpenters and Joiners of America, Locals No. 1779 & 2103 Calgary, and Con-Force Construction Ltd., Calgary, Alberta.

Chairman	-	Mr. L. M. Diamond
Company Member	-	Mr. D. G. Skagen
Union Member	-	Mr. L. D. Tackaberry

Unanimous Award

The Board Recommended:

Same Award as for Nos. 1 and 2.

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4. A-82-69

The Brotherhood of Painters, Decorators & Paperhangers of America, Local No. 1016, Edmonton and Hook Signs Ltd., Edmonton, Alberta.

Chairman	-	Mr. D. A. Stewart
Company Member	-	Mr. D. G. Skagen
Union Member	-	Mr. D. Curran

Unanimous Award

The Board Recommended:

1. Union Security:

Rand Formula

2. Overtime:

Time and one half in excess of 8 hours in any day, and for work performed on Statutory Holidays. Double time on Saturdays and Sundays.

3. Vacations:

After one year - two weeks with pay.

After ten years - three weeks with pay.

After twenty years - four weeks with pay.

4. Wages:

November 1, 1969 - \$2.35 to \$3.60

November 1, 1970 - \$2.50 to \$3.75

November 1, 1971 - \$2.65 to \$3.90

5. Term of Agreement:

November 1st, 1969 to November 1st, 1972.

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5. A-128-69

The Pulp and Paper Workers of Canada Local No. 14, Calgary and Domtar Packaging Co. Ltd., Calgary, Alberta.

Chairman	-	Mr. R. H. R. Clement
Company Member	-	Mr. I. A. Blackstone, Q.C.
Union Member	-	Mr. B. Marcuse

Majority Award - Union Member Dissenting.

The Board Recommended:

1. Vacations:

Second year of Agreement, Vacations changed to - 2 weeks after one year.

- 3 weeks after seven years.

- 4 weeks after eighteen years.

Third year of Agreement - 3 weeks after six years.

2. Shift Premium:

Afternoon shift - 12¢ per hour.

Night shift - 15¢ per hour.

3. Wages:
General increase of 27¢ per hour effective May 4, 1969.
4. Duration of Agreement:
May 4, 1969 to May 3, 1972.

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THE ALBERTA LABOUR ACT

V O T E S

SELECTION OF A BARGAINING AGENT

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

RESULT:

<u>UNION</u>	<u>COMPANY</u>	<u>EMPLOYEES VOTED</u>
1. Oil, Chemical and Atomic Workers International Union, Local No. 9-666, Edmonton.	Amerada Hess Corporation, Calgary.	AGAINST
* * * * *		
2. Bakery & Confectionery Workers' International Union of America, Local Union No. 276, Edmonton.	Honey Boy Baking Co. Ltd., Edmonton.	AGAINST
* * * * *		
3. United Steelworkers of America, Local No. 5220, Edmonton.	Alberta Culvert Co. Ltd., Edmonton.	FOR
* * * * *		
4. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary.	Canadian Linen Supply Co. Ltd., Edmonton.	AGAINST
* * * * *		
5. United Steelworkers of America, Local No. 6034, Calgary.	Shaw Pipe Protection (Alberta) Limited, Edmonton.	FOR
* * * * *		
6. Canadian Union of Public Employees, Local No. 1234, Calgary.	Claresholm Municipal Hospital, District No. 24, Claresholm.	AGAINST
* * * * *		

* The result of the vote of the employees of the Northwest Drug Company Limited, Calgary, Alberta, regarding the selection of the Northwest Drug Employees Association, Calgary, for a Bargaining Agent was shown as "AGAINST" in the Third Quarter Bulletin in error.

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V O T E S

REVOCATION OF CERTIFICATION

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

RESULT:

<u>UNION</u>	<u>COMPANY</u>	<u>EMPLOYEES VOTED</u>
1. Truckers, Cartagemen , Construction and Building Material Employees, Local No. 362, Edmonton.	Hi-Way 13 Transport Ltd. , Camrose.	FOR
* * * * *		
2. The United Brotherhood of Carpenters and Joiners of America, Local Union No. 2508, Millworkers, Calgary.	Instant Housing Industries Ltd. , Calgary.	FOR
* * * * *		
3. The International Union of Operating Engineers, Local No. 703, Calgary.	Hudson's Bay Company, Calgary.	FOR
* * * * *		
4. Retail Clerks Union, Local No. 401, Edmonton.	David Sears Furniture Ltd. , Edmonton.	FOR
* * * * *		

V O T E S

CONCILIATION BOARD AWARDS

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. A-38-69 Pulp and Paper Workers of Canada, Local No. 14 (16) Edmonton, Alberta.	MacMillan Bloedel Pack-aging Limited, Edmonton.	Employees Rejected Employer Rejected
* * * * *		
2. A-101-69 The United Brotherhood of Carpenters and Joiners of America, Local Unions No. 1779 & 2103, Calgary, Alberta.	Con-Force Construction Ltd. , Calgary, Alberta.	Employees Rejected Employer Rejected
* * * * *		
3. A-43-69 The United Brotherhood of Carpenters and Joiners of America, Local Unions No. 1779 & 2103, Calgary, Alberta.	Stoy Concrete Products Ltd. , Calgary, Alberta.	Employees Rejected Employer Accepted
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|----|---|--|---|
| 4. | A-100-69
The United Brotherhood of Carpenters and Joiners of America, Local No. 1325, Edmonton, Alberta. | Con-Force Construction Ltd.,
Edmonton, Alberta. | Employees Rejected
Employer Rejected |
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| 5. | A-82-69
The Brotherhood of Painters, Decorators & Paperhangers of America, Local No. 1016, Edmonton, Alberta. | Hook Signs Ltd., Edmonton | Employees Rejected
Employer Rejected |
|----|--|---------------------------|---|

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|----|---|---|---|
| 6. | A-128-69
Pulp and Paper Workers of Canada, Local No. 14, Calgary, Alberta. | Domtar Packaging Co. Ltd.,
Calgary, Alberta. | Employees Rejected
Employer Accepted |
|----|---|---|---|

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V O T E S

STRIKE ACTION

OCTOBER 1st, 1969 TO DECEMBER 31st, 1969

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. A-80-69 Pulp and Paper Workers of Canada, Local No. 14, Calgary, Alberta.	Modern Packaging Company Ltd., Calgary, Alberta.	Employees voted for.
* * * * *		
2. A-38-69 Pulp and Paper Workers of Canada, Local No. 16, Edmonton, Alberta.	MacMillan Bloedel Packaging Ltd., Edmonton, Alberta	Employees voted for.
* * * * *		
3. A-120-69 The United Steelworkers of America, Local No. 5229, Edmonton, Alberta.	The Steel Company of Canada Ltd., Premier Works - Plant #2, Edmonton, Alberta.	Employees voted for.
* * * * *		
4. A-112-69 The United Steelworkers of America, Local No. 5220, Edmonton, Alberta.	The Steel Company of Canada Ltd., Premier Works - Plant #1, Edmonton, Alberta.	Employees voted for.

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5. A-70-69
The Retail Clerks Union, Local No. 401,
Edmonton, Alberta. Bateman's Food Markets Employees
(Windsor) Ltd., Edmonton. voted for.
* * * * *
6. A-71-69
The Retail Clerks Union, Local No. 401,
Edmonton, Alberta. Bateman's Food Markets Employees
(Main Stores) Ltd., Edmonton. voted for.
* * * * *
7. A-82-69
The Brotherhood of Painters, Decorators,
& Paperhangers of America, Local No. Hook Signs Ltd., Employees
1016, Edmonton, Alberta. Edmonton, Alberta. voted for.
* * * * *
8. A-132-69
Oil, Chemical and Atomic Workers Canadian Liquid Air Ltd., Employees
International Union Local No. 9-666, Edmonton, Alberta. voted for.
Edmonton, Alberta. * * * * *
9. A-101-69
The United Brotherhood of Carpenters and Con-Force Construction Ltd., Employees
Joiners of America, Local Unions No. 1779 & Calgary, Alberta. voted for.
2103, Calgary, Alberta. * * * * *
10. A-100-69
The United Brotherhood of Carpenters and Con-Force Construction Ltd., Employees
Joiners of America, Local No. 1325, Edmonton, Alberta. voted for.
Edmonton, Alberta. * * * * *
11. A-43-69
The United Brotherhood of Carpenters and Stoy Concrete Products Ltd., Employees
Joiners of America, Local Unions No. 1779 & Calgary, Alberta. voted for.
2103, Calgary, Alberta. * * * * *
12. A-128-69
Pulp and Paper Workers of Canada, Local Domtar Packaging Co. Ltd., Employees
No. 14, Calgary, Alberta. Calgary, Alberta. voted for.
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